

AGENDA TOPICS

(Selected by Ad Hoc Committee from Suggestions of "S" Careerists)

PANEL 1: Planning for the Future of the Support Directorate

① What should be the role of the Support Directorate?
--Alternative goals and objectives.--What policy adjustments
and practices are required to raise the level of innovation and
change in the Support Directorate?--What is the scope of legitimate
dissent and how can dissent be made functional to the
Support Directorate?--What will be the impact of technology on
the Support Directorate's management and administrative systems?
② Current management literature is replete with references to
organization development (OD).--What is OD and does the Support
Directorate need an OD program?

PANEL 2: The Support Career Service: A Critique of the Current
System and Recommendations for its Improvement

Is the "S" Career Service a valid concept for the
challenges of the 70s?--What does the concept of "a competitive
merit system" entail?--Does our current system meet the requirements?--What is the role of the Career Service panel and how does it function?--How adequate is communication between the Career Management Officer (CMO) and all the members of the Career Service, e.g., on vacancies, personnel policies and general Career Service matters?--What are the criteria for advancement in the service and how are they communicated to its members?--The career patterns of today's Support Officer seem to suggest that there are two constituencies, i.e., the field and headquarters officer.--How can we better integrate their experiences and career goals?--What are the advantages and disadvantages of the current ranking policy?--Is lateral entry a real problem?--If so, what should be done about it?

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PANEL 3: The Professionalization of the Support Officer

How should we prepare the generalist Support Officer for the possibility of an inter-directorate exchange program?--What is the image of the Support Officer-professional administrator or professional "housekeeper?"--What are and what should be the qualifications for entry into and selection of the "S" career service?--What should be our professional training objectives in the next decade?--Do the disciplines of public and business administration provide an adequate framework for the development of the Support professional?--Are senior service schools relevant to the needs of our career service?--Should our performance evaluation system address itself to executive potential?--How can we begin to assess a subjective concept like "potential?"

PANEL 4: Career Management: What is our Current System and What Should it be?

The "needs of the Service" vs. individual's aspirations; what degree of personal choice can the Career Service afford?-- What adjustments to current policies are necessary in order for the Support Directorate to make effective use of young, professionally trained generalists equipped with new ideas and management techniques?--How can we overcome the deficiencies of our current assignment and job rotation policies?--How can we better reorient the returning field officer to the Headquarters operating environment?--Is our personal rank assignment policy being abused as a management tool?--What are the problems associated with the management of specialists who compete within the "S" career service?--Should the performance evaluation of the support generalist continue to be totally delegated to program officers not responsible to the head of the "S" career service?